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ABSTRACT

Games and digital-based games and simulations are slowly becoming an accepted learning strategy. Public school teachers, college professors, corporate trainers, and military trainers are embracing games as an effective means of motivating learners and teaching complex concepts. Popular games include action games, adventure games,arcade games, gizmo games, and TV show quiz show games. Many games like hangman, tit-tac-toe, and monopoly now appear in digital form on the World Wide Web. Popular simulations include real world simulations, fantasy world simulations, management games, stock market games, war simulations, and flight simulations. Digital-based games on and off the Web are ideal for creating visually realistic environments that closely mimic their counterparts in the real world. While hundreds of educational games and simulations vary greatly in their content and learner activities, they have one important thing in common: they make learning fun. It is not too late or too costly for teachers and trainers to begin using games and simulations for educational purposes. Free gaming and simulation resources abound on the World Wide Web. The resources range from articles on how to select, create, and facilitate games to free games and simulations that can be played online. Assembled in this document are more than 100 game and simulation resources to help the novice gaming facilitator get started in the effective use of instructional games and simulations. Resources are arranged according to: articles on gaming and simulations; complex, computer-based role-play strategy games; computer-based learning games; gaming companies; gaming organizations; and miscellaneous gaming resource sites. (Author)

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An Unofficial Guide to Web-based Instructional Gaming and Simulation Resources

by Dr. James J. Kirk

Games and digital-based games and simulations are slowly becoming an accepted learning strategy. Public school teachers, college professors, corporate trainers, and military trainers are embracing games as an effective means of motivating learners and teaching complex concepts. Popular games include action games, adventure games, arcade games, gizmo games, and TV show quiz show games. Many games like hangman, tit-tac-toe, and monopoly now appear in digital form on the world-wide-web. Popular simulations include real world simulations, fantasy world simulations, management games, stock market games, war simulations, and flight simulations. Digital-based games on and off the web are ideal for creating visually realistic environments that closely mimic their counterparts in the real world. While hundreds of educational games and simulations vary greatly in their content and learner activities, they have one important thing in common — they make learning fun.

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Articles On Gaming & Simulations

A Field Guide To Education Simulation
http://www.simulearn.net/astd.pdf
A twenty-four page well illustrated book on education simulations by Clark Aldrich.

The Art of Computer Game Design
http://www.vancouver.wsu.edu/fac/peabody/game-book/Coverpage.html
Nine-chapter hyper book providing readers a good introduction to the process of designing computer games.

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J.J. Kirk

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Building Effective Debriefs for Learning Experiences
http://www.nasaga.org/resources/articles/report012.pdf
In debriefing any learning experience, it is important to consider the overall goals for the exercise or simulation, as well as understanding how learners can gain the most from the experience. This two-page report is designed to help instructors facilitate more effective debriefing discussions.

Creating Metaphors and Analogies to Use in Training and Other Learning Events
http://www.nasaga.org/resources/articles/report005.pdf
Six-page report describing the importance of metaphors and analogies in the learning process. It provides suggestions on finding solid, memorable metaphors for various learning events.

Designing A Preview / Review Game
http://www.nasaga.org/resources/articles/game.pdf
This three-page job aid guides readers through a process of designing fun previews and reviews of game formats. The tool is designed to help game facilitators move beyond the Jeopardy and Wheel of Fortune Games formats into new ways of learning critical content.

Designing Manual Games
http://www.hyw.com/Books/WargamesHandbook/4-design.htm
Step-by-step guide to designing non-computer-based games. This chapter is part of a larger website teaching game designers how to design war games.

Designing Training Materials
http://www.nasaga.org/resources/articles/report021.pdf
This brief article offers a simple process to follow when creating facilitator and participants guides for games and simulations. The author also offers a series of questions to ask when designing any type of training material.

Do You Remember?
http://www.nasaga.org/resources/articles/remember.pdf
Children play many fun and simple games. Here's one that trainers can use in their classes and workshops. All that is required is the right application and a willingness to have a little fun.

Epistemic Forms and Epistemic Games
http://carbon.cudenver.edu/~lsherry/pubs/e_games.html
Epistemic games are reflective, knowledge-generating activities that can be used in any classroom, and can be created for any knowledge domain. This brief article explains how to create and use epistemic games to achieve a variety of learning goals.

Evaluating Training Games
http://www.thiagi.com/fac-028.html
Easy to use 10-item checklist by Thaigi for the purpose of evaluating training games.

Games and Activities for Building and Training Teams
http://www.glennparker.com/Freebees/article-teamwork-and-teamplay.html
A brief article on the use of gaming activities to build work teams.

Games-Based E-Learning Gets Real
http://www.learningcircuits.org/2001/jan2001/klaila.html
This article offers facilitators four ways of designing fun and interactive e-learning exercises: choose your own adventure, build in e-facilitation, drive home value with feedback, and keep the conversation going, e-style.

Interactive Experiential Training: Eight Breakthrough Strategies
http://www.thiagi.com/article-ispi97-w37.html
In this article Thiagi Thiagarajan describes and gives examples of a variety of interactive experiential learning strategies.

Interactive Experiential Training Strategies
http://www.thiagi.com/article-interactive.html
Another article by Thiagi Thiagarajan containing brief descriptions of 40 interactive experiential training strategies.

The State Of Simulations
http://www.simulearn.net/pdf/state.pdf
An excellent six-page article by Clark Aldrich describing the current state of simulations.

Something About Simulations
http://www.simulearn.net/pdf/about_smltns.pdf
Brief two page article by Clark Aldrich providing helpful advise on the use of simulations.

Synchronous Exercises from Scratch
http://www.learningcircuits.org/2001/may2001/hofmann.html
A brief article on how to create on-line synchronous gaming exercises for use in real time.

Theoretical Underpinnings Of Games2train's Approach
http://www.games2train.com/site/html/theory.html
A brief article describing key theoretical constructs behind Games2train's approach to creating digital games.

True Believers: Digital Games-Based Learning In The Military
http://www.learningcircuits.org/2001/feb2001/prensky.html
The author describes how the US military uses digital game-based learning to prepare officers for joint task force operations. The article includes an excellent summary of the military's use of computer-based learning games from the 1970s to the present.

Using Games And Activities For On-Line Learning: Some Basic Principles
http://www.glennparker.com/Freebees/article-online-learning.html
This brief article contains helpful tips for using games as an on-line learning strategy.

War Games: Military Training Goes High-Tech
http://www.cnn.com/2001/TECH/ptech/11/22/war.games/?related
A CNN article and video on how the military uses sophisticated battlefield simulations to prepare soldiers for combat.

Working So Others Can Play: Jobs in Video Game Development
Part 1: Series Intro and Game Designers
http://www.gignews.com/crosby1.htm
A highly informative introduction to careers in video game development.

Working So Others Can Play: Jobs in Video Game Development
Part 2: Artists and Sound Designers
http://www.gignews.com/crosby2.htm
Part 2 of a highly informative introduction to careers in video game development.

Complex, Computer-Based Role-Play Strategy Games

Age of Empires
http://www.microsoft.com/games/empires/
Age of Empires is an epic real-time strategy game spanning 10,000 years in which players are the guiding spirit in the evolution of small stone age tribes. Starting with minimal resources, players are challenged to build their tribes into great civilizations.

Alpha Centuri
http://www.firaxis.com/smac/game.cfm
A highly complex civilization management simulation-game. Players explore an alien planet that is their new home and uncover its myriad mysteries. They build over 60 large-scale secret projects for their empire and conquer their enemies with a war machine that they design from over 32,000 possible unit types.

Asheron's Call
http://www.microsoft.com/games/zone/asheronscall/default.asp
Asheron's call claims to be the gateway to an ultimate fantasy universe. The latest version offers new features like housing and secure storage, plus new towns, quests, and treasures on the exotic new isle of Marae Lassel.

Baldur's Gate
http://www.gamespot.com/features/baldurs_gg/
Baldur's Gate takes players back to a forgotten realm in a visually dazzling role-playing adventure. It is an adventure that brings to life the grand tradition of Advanced Dungeons and Dragons through cutting edge art and technology.

Black and White
http://www.bwcenter.com/
The premise of this role-play strategy game is simple: the player is a god with the task of converting as many nonbelievers as possible to her/his cause, thereby gaining power. The player can be a good god or a bad god, an evil master of destruction or a benevolent flower daddy - or any of the millions of shades in between. By managing her/his villages and fighting other gods, the player vies for ultimate control

Command and Conquer
http://www.ccindex.com/
Command and Conquer is an exciting strategy game involving two forces; NOD and GDI. Each force has its own unique set of units. The player has the capability of playing either force either through a series of levels or head to head against other players.

Deus Ex
http://www.gamespot.com/guides/deusex_gg/
In Deus Ex, a role-playing action-adventure game, players play the part of a powerful non-technologically augmented antiterrorist agent. It's up to them to stop the conspirators from achieving their goals. It seems that an age-old conspiracy bent on world domination has decided that the time is right to emerge from the shadows and take control.

EverQuest
http://everquest.station.sony.com/
A real 3D massively multiplayer fantasy role-playing game. Players enter an enormous virtual environment-an entire world with its own diverse species, economic systems, alliances, and politics. They choose from a variety of races and classes, customize their character, and begin their quest in any number of cities of villages throughout multiple continents.

Riven
http://www.gamespot.com/features/riven_strat/
Riven is a sequel to the popular game Myst. At the end of Myst, the player had succeeded in helping the writer Artus capture his two errant sons, Sirrus and Achenar. In Riven Artus is concerned about the welfare of his missing wife, Catherine. The player must travel to the world of Riven, find Catherine, and return her to Artus.

Roller Coaster Tycoon
http://gamespotuk.search.com/search?cat=262&tag=st.gsuk.fd.srch.gsuk&q=Roller+Coaster+Tycoon+
The objective of Roller Coaster Tycoon is to build an entertaining amusement park, while emptying the pockets' of visitors at the same time. And with Roller Coaster Tycoon's ability to take default sets and develop them into a number of insane looping, corkscrewing coasters of death, one can go as far as they like in the game. But one has to keep in mind that the park must also be maintained with mechanics, rest rooms, and janitors.

Sim City 3000
http://www.game-revolution.com/games/pc/sim/sim_city_3000.htm
The basic premise of Sim City 3000 is to build and manage a city. Players have to deal with zoning, utilities, budget, water, power, land values, tourism, crime, disasters, pollution, and just about everything else under the sun.

The Sims
http://thesims.ea.com/us/
In SimCity Will Wright gave players the power to build and control cities. With The Sims players can create and control people! They buy hot tubs, swimming pools, topiaries, pool tables, and giant-screen TV's . Players create an endless variety of characters and families and follow a wide range of career paths. They also make friends, have conversations, insult neighbors, fall in love, and have children.

StarPeace
http://www.strategygames.net/games/Starpeace/
StarPeace is an attempt to create a futuristic SimCity Online. Instead of running an entire city, you manage a company within a city (or cities) in a persistent online world. (Meaning that even if you're logged off, your businesses continue to make or lose money.) At the start of the game you pick one of six "seals," which define your company's specialties, and then choose which city will house your base of operations.

Start-Up
http://www.gamezone.com/gamesell/p15403.htm
Start Up 2000 is a simulation of the business world and the insanity that surrounds the world of high tech start ups. From the demands that investors can place upon managers, to the marketing, to the production and personnel decisions, Start Up 2000 is a difficult game. It's easy to neglect something basic and have your creditors destroy the firm. It's easy to market improperly and have no one purchase any of your products.

Ultima Online
http://www.gamespot.com/features/uosg/
The Ultima universe is one of warriors, magic and dragons. The continent of Britannia is ruled by Lord British, vying for power against Lord Blackthorne. Players can be a soldier or a mage or anything in between. Aside from the dozens of different weapons and armor, players also have lots of clothing options and a nearly infinite number of color combinations. Even better, players can design the characters themselves, selecting hairstyles, different facial hair (for men only), hair color and skin tone.

Unreal Tournament
http://www.gamespot.com/guides/ut_gg/
In Unreal Tournament brutality is a way of life and bleeds through the dark cracks of society, threatening the power of the ruling corporations. They must seek a way to placate the masses. Gladiatorial combat is the answer. Therefore, in 2341 the biggest sporting event in the Universe, Unreal Tournament takes place. In the great gladiatorial arena players fight and win – or die, using weapons of destructive capability.

Wall Street 2000
http://gamespot.search.com/search?q=Wall+Street+2000&x=11&y=7
Wall Street Trader is part simulation and part strategy game. Players buy and sell stocks and other equities, learn how global events impact the markets and attempt to outperform the competition. It all starts with a failing bank in the Far East. Then with Wall Street crumbling, billions of dollars are zapped back and forth across the planet while nations stand on the brink of ruin. Lord Fleming, the eminent financial wizard counts on players to stabilize the situation by eliminating irresponsible speculators and making mountains of cash.

Warcraft
http://gamespotuk.search.com/search?cat=262&tag=st.gsuk.sr.srch.gsuk&q=Warcraft
Warcraft enables players to wage war in a fully interactive world that incorporates non-player characters, wandering monsters, neutral towns, strongholds, temples, and environmental effects. As heroes, players explore familiar battlefields, discover new lands and take on epic quests and challenges. The battle for Azeroth continues over land, sea, and air.

Computer-Based Learning Games

Are You Sure?
http://www.games2train.com/site/html/products/rusure.html
A free on-line quiz-style game from Games2Train on the topics of Ethics, Sexual Harassment, and Technology.

The Beer Game
http://beergame.mit.edu/
The Beer Game is a role-playing simulation developed at MIT in the 1960's to clarify the advantages of taking an integrated approach to managing the supply chain. It demonstrates the value of sharing information across various supply chain components. The web-based Beer Game allows multiple users to play a single game at the same time.

Cartoon Network Games
http://www.cartoonnetwork.com/play/index.html
This is a very nice collection of free on-line games featuring popular cartoon characters. Games include action, adventure, arcade, sports, and gizmo games.

The Challenge
http://www.games2train.com/games/challenge/challenge.html
A free on-line quiz show-style game from Games2Train on the topics of Ethics, Sexual Harassment, and Technology.

Conglomerate (Demo)
http://www.mbagames.com/about.html
This on-line international business simulation game is a unique learning experience for managers. Designed especially for team playing, it simulates the challenging conditions in which companies operate in real life. Players run a small multi-national company with a diverse portfolio of products. The game is played by up to 6 teams competing against each other. The game demo is designed to show prospective players around Conglomerate by giving them access to many of the game pages.

CubeDude
http://www.games2train.com/site/html/products/cubedude.html
A free on-line maze-style arcade game from Games2Train on the topics of Ethics, Sexual Harassment, and Technology.

Dividing Grandma's Things
http://www.negotiatorpro.com/frgati.html
A free off-line negotiations game from the Negotiator Pro company. Participants learn critical negotiation skills.

Downword
http://www.games2train.com/site/html/products/downword.html
A free on-line drop letters in the correct bin arcade-style game from Games2Train on the topics of Ethics, Sexual Harassment, and Technology.

Goldratt's Theory of Constraints: Online Simulation
http://www.ganesha.org/leading/toc.html
An on-line production line simulation experiment.

Hots
http://www.hots-simulation.com/about.htm
An off-line computer gaming-simulation on managing a service business (i.e., hotel). A demo version of the software can be downloaded from the game's website.

Jeopardy
http://jeopardy.station.sony.com/play.jsp
At this very professional looking web site, players can play the official TV Jeopardy game as well as many other games including Wheel of Fortune and the Dating Game.

Leadership in Action
http://www.forio.com/lead.htm#
A free team leadership simulation game hosted by Forio, a maker of business simulations.

Move-It!
http://www.games2train.com/site/html/products/moveit.html
A free on-line board game from Games2Train on the topics of Ethics, Sexual Harassment, and Technology.

No Frills
http://www.games2train.com/site/html/index2.html
A free on-line quiz show-style game from Games2Train on the topics of Ethics, Sexual Harassment, and Technology.

Pickit
http://www.games2train.com/site/html/products/pickit.html
A free on-line Jeopardy-style game from Games2Train on the topics of Ethics, Sexual Harassment, and Technology.

Read War (Demo)
http://www.real-war.com/
Real War is the commercial version of the official military Joint Forces game being used to train the US armed forces. Players can build their own bases and deploy over 50 different units. They can fight over 3 richly detailed terrains. A demo version of the game can be downloaded and played off-line.

Solitaire
http://www.games2train.com/site/html/index2.html
A free on-line solitaire-style game from Games2Train on the topics of Ethics, Sexual Harassment, and Technology.

Space Duel
http://www.games2train.com/site/html/index2.html
A free on-line shooting-style arcade game from Games2Train on the topics of Ethics, Sexual Harassment, and Technology.

Team Leadership (Demo)
http://www.mbagames.com/TeamLeadership/Player/about.html
This interactive management adventure simulation game attempts to capture aspects of real life business decision-makings. Players assess business situations, evaluate options and their associated risks, and then make their decision. They have opportunities to adventure through a variety of management jungles, making decisions as they work their way along the various paths that open up for them. At each stage along the way, players are put on the spot to explain their actions.

Test Management Skills (Demo)
http://www.mbagames.com/tyms/player/about.html
Developed by the UK's Institute of Management, this test offers a novel means of checking one's management skills. The test covers important elements of the knowledge and professional judgment required to be a successful manager.

Virtual Stock Market
http://www.virtualstockexchange.com/Home/default.asp
An online virtual stock market simulation game.

Who Wants To Be A Millionaire On-line Game
http://abc.abcnews.go.com/primetime/millionaire/games/
Play an on-line version of the Who Wants To Be A Millionaire game show.

Gaming Companies

Games for Trainers
http://www.gamesfortrainers.co.uk/index.htm
This company offers a nice selection of training games. A few free icebreakers and cartoons are available at this site.

GamesSpot.com
http://gamespot.com/gamespot/filters/0,10850,6013548,00.html
A good source of information for all types of commercially available computer games.

Games2train.com
http://www.games2train.com/site/default.html
This company offers business training solutions in the form of both web-based and CD-ROM-based training games. Game frames include solitaire, board games, arcade games, TV quiz games, and fast-moving 3D video games. Several sample games can be played at the company's web site for free.

Games by Thiagi
http://www.thiagi.com/
A consulting organization with the mission of helping people improve their performance effectively and enjoyably. Run by the well-known gaming guru, Dr. Sivasailam Thiagarajan (Thiagi), the site contains many high quality game resources helpful to trainers.

HotPotatoes
http://web.uvic.ca/hrd/halfbaked/
A free software program for creating on-line exercises and games. This quality program can be used to create on-line crossword puzzles, quizzes, flash cards, word scrambles and much more.

Imparta
http://www.imparta.com/ttp://www.thiagi.com/
This company is the creator of the gaming-simulation Strategy Co-Pilot. Their web site in the UK contains video previews of several of their products along with short tutorials.

LearningWare, Inc.
http://www.learningware.com/
This company creates several simple TV-style games for classroom review and reinforcement. Game Show Pro is its most popular game. A demo version of the program can be downloaded from their web site.

MAK Technologies
http://www.mak.com/
This company is a major supplier of games for the military. This is a good site to visit for gaining an understanding of the educational potential for gaming-simulations.

MBAgames
http://www.mbagames.com/default.htm
Based in the UK, this company offers a list of interactive business training games and simulations specifically designed for play on the web.

Management: Possible
http://www.managementpossible.com/
This company makes a spy game to teach management skills.

Ninth House Networks
http://www.ninthhouse.com/home.asp
Creators of high-end, video-based learning simulations, with fun games for review. The site contains a video overview of their various gaming products.

SimuLear
http://www.simulearn.net/
This company creates simulations using video game technology to teach leadership skills.

Evans and Outherland
http://www.es.com/solutions/index.asp
A leading producer of sophisticated simulations. The site contains a number of video clips showing the various types of simulations they make.

Trainers Warehouse
http://www.trainerswarehouse.com/shop/products.asp?dept=77
A could source for a variety of training games.

Transmedia, Inc
http://www.visualpurple.com/
This company is the creator of Angel Five and other video-based simulation training games for the government and military. The site offers a free on-line demo with registration.

Will Interactive
http://www.willinteractive.com/
Creator of Saving Sergeant Pabletti, Interactive Nights Out and other games for influencing and changing behavior.

Wessek Training
http://www.wessextraining.co.uk/home_page.htm
A training company which sells a variety of gaming-simulations and associated training.

Gaming Organizations

Association for Business Simulations & Experiential Learning (ABSEL)
http://www.towson.edu/absel/
An American based association "whose purpose is to develop and promote the use of experiential techniques, simulations and assessment in the field of business education and development" It is focused on business simulation and has a strong academic bias.

International Simulation and Gaming Association (ISAGA)
http://isaga.pm.it-chiba.ac.jp/
A virtual international organization for scientists and practitioners developing and using gaming, simulations and related methodologies (computerized simulation, policy exercises, role-play, experiential exercises, play, case studies, structured experiences, game theory, operational gaming). The aim of the association is to enhance and stimulate the development, application and use of these methods in the social, human and technological domains throughout the world.

North American Simulation and Gaming Association (NASAGA)
http://www.nasaga.org/index.htm
The North American Simulation and Gaming Association (NASAGA) is a growing network of professionals working on the design, implementation, and evaluation of games and simulations to improve learning results in all types of organizations. They believe in the value of learning gained through experience and feel that games and simulations, appropriately designed and conducted are an extremely useful (and under used) tool for creating this rich learning.

Simulation/Gaming eXchange (SGX)
http://sg.comp.nus.edu.sg/
The Internet Clearinghouse for Simulation/Gaming Resources. Containing links to more than 90 simulation resources, this site is the best one-stop place on the web for simulation seekers.

Federation of European Simulation Societies (EUROSIM)
http://ws3.atv.tuwien.ac.at/eurosim/
The Federation of European Simulation Societies, was set up in 1989. The purpose of EUROSIM is to provide a European forum for regional and national simulation societies to promote the advancement of modeling and simulation in industry.

Australian Simulation and Games Development Association. (OzSAGA)
http://www.education.uts.edu.au/ozsaga/
Founded by a group of adult educators in Sydney, this group of people have been active in the design and use of Simulation and Games since 1970. The objective of OzSAGA is to improve the understanding of the contribution to learning that is made by these forms of experiential learning. In addition, the aim of the association is to promote the development, application and study of simulation and gaming, in all aspects, throughout Australia and around the world.

Society for Computer Simulation (SCS)
http://www.scs.org/
The Society for Computer Simulation International is the principal technical society devoted to the advancement of simulation and allied computer arts in all fields. The purpose of The Society is to facilitate communication among professionals in the field of simulation. To this end, The Society organizes meetings of regional councils, sponsors and cosponsors national and international conferences, and publishes the monthly technical journal SIMULATION as well as the quarterly journal TRANSACTIONS of The Society for Computer Simulation.

The Society for the Advancement of Games and Simulations in Education and Training (SAGSET)
http://graph.ms.ic.ac.uk/sagset/
Formed in 1970, SAGSET is a voluntary professional society dedicated to improving the effectiveness and quality of learning through the use of interactive learning, role-play, simulation and gaming.

Miscellaneous Gaming Resource Sites

Cardboard Cognition
http://edweb.sdsu.edu/courses/edtec670/Cardboard/CardboardCognition.html
Cardboard Cognition contains a large collection of card and board games created by college students. It is an excellent place to go to get gaming ideas.

The Card Game Site
http://www.pagat.com/
The Card Game Site houses the rules of dozens of games which could be adapted for education uses.

College On Simulation
http://www.informs-cs.org/index.html
The College on Simulation is organized and operated exclusively for educational and scientific purposes: a) to encourage the development and dissemination of knowledge in the area of simulation; and b) to promote communication and interaction among individuals and organizations who share an interest in simulation. Their intention is to be of maximum value to the world wide simulation community. The site contains an extensive listing of references.

Emode
http://www.emode.com/
An outstanding web site containing a large collection of fun and informative on-line text exercises.

ElectronicArts.com
http://www.ea.com/home/home.jsp
A directory to a variety of games that can be played on-line for free.

Free On-line Multiplayer Interactive Games
http://fomig.tripod.com/game.html
Comprehensive index of strategy and war games, board and card games, role-playing games, sports games, action and fighting games, and other games that can be played on-line for free.

Free On-line Games
http://www.intelinfo.com/games/games.html
A nice directory of free on-line games.

Gamers.com
http://www.gamers.com/platform/65685
Comprehensive games site containing a powerful game search engine. It is an excellent place to go to look up a game.

GameHippo.com
http://gamehippo.com/
Site contains a very large collection of freeware games.

Genetic Actors
http://www.jvdcreativity.com/free_exercises.htm
This consultant's site host six very nice team building related training exercises.

Glen Parker
http://www.glennparker.com/Freebees/freebees.html
This team building consultant hosts a small but nice collection of free training activities and games.

Livesavers Candyland
http://www.candystand.com/
Hosted by the makers of Lifesavers, this site contains a great collection of interactive games.

Negotiator Pro Co (Free Negotiations Game "Dividing Grandma's Things")
http://www.negotiatorpro.com/index.html
This company publishes a variety of inexpensive role playing games. They also publish performance support software to enhance your negotiation, group problem solving and leadership skills. A free non-computer based negotiations simulation game is available at the site.

PowerSim
http://www.powersim.com/default.asp
A software program for creating business simulations. The site contains a demo that can be downloaded for free.

Simulation & Gaming Journal
http://www.sagepub.co.uk/frame.html?http://www.sagepub.co.uk/journals/details/j0158.html
An international gaming and simulation journal of theory, practice and research from Sage Publishing.

Sandbox Casino
http://www.sandbox.com/blackjack/pub-doc/home.jsp
In addition to real on-line casino gambling, this site also hosts a nice collection of casino games that can be played just for the fun of it.

Shockwave.com
http://www.shockwave.com/sw/games/
A very large collection of games made with Macromedia Director. Many can be played on-line for free.

Trainers Toolchest
http://web10.eppg.com/training/toolchest/games.html
A very nice and large collection of free training games and exercises from various McGraw-Hill books.

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